

SENDER WILL CHECK CLASSIFICATION TOP AND BOTTOM			
UNCLASSIFIED		CONFIDENTIAL	SECRET
<b>CENTRAL INTELLIGENCE AGENCY OFFICIAL ROUTING SLIP</b>			
TO	NAME AND ADDRESS	INITIALS	DATE
1	<i>Executive Director</i>		<i>25 Aug 58</i>
2			
3	<i>DD/S</i>		<i>26 Aug</i>
4	<i>Registry</i>		
5			
6			
<b>ACTION</b>		<b>DIRECT REPLY</b>	<b>PREPARE REPLY</b>
<b>APPROVAL</b>		<b>DISPATCH</b>	<b>RECOMMENDATION</b>
<b>COMMENT</b>		<b>FILE</b>	<b>RETURN</b>
<b>CONCURRENCE</b>		<b>INFORMATION</b>	<b>SIGNATURE</b>
<b>Remarks:</b> <i>Noted N.M. 26 August 64</i> <div style="border: 1px solid black; width: 50px; height: 50px; margin: 10px auto;"></div> <i>Transmitted</i> <i>Copy to [unclear]</i>			
<b>FOLD HERE TO RETURN TO SENDER</b>			
<b>FROM: NAME, ADDRESS AND PHONE NO.</b>			<b>DATE</b>
<i>OBJECT</i>			<i>8/24</i>

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Approved For Release 2002/08/15 : CIA-RDP84-00780R000600110010-5

MEMORANDUM FOR: Mr. Kirkpatrick  
General Carter

I think our record in the employment of Negroes is very good. The problems of recruiting Negroes at the professional grades are covered in the attachment and I doubt that any special program would overcome these inherent problems.

Recommend that we continue our present program and not put on any special recruitment effort since (1) our record is good and (2) we do not need to prove our sincerity by putting on a special show.



L. K. White

*Amel*  


5 AUG 1964

(DATE)

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DD/S T - D2/184.4202

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CIA INTERNAL USE ONLY

3 AUG 1964

MEMORANDUM FOR: Deputy Director of Central Intelligence

64-5481EO.

THROUGH : Deputy Director for Support *Man*  
Executive Director-Comptroller

SUBJECT : Negro Employees - 1964

1. This memorandum is for information only and is in response to your request for information on the status of Negro employees in the Agency.

2. Attached are tables of Negro employee strength, grades, salaries, educational achievement, separation rates, promotions and time in grade. The highlights are as follows:

25X1 a. There were  Negro staff employees on duty 30 June 1964. Although the number has increased each year during the past four years, the percentage of Agency total population (as shown in Tab A) dropped slightly -- from  in 1963 to  in 1964, the same as 25X1 in 1962. This decrease can be attributed to:

(1) A decrease in the total number of clerical recruits in 1964.

(2) The requirement that applicants have full clearance before entrance on duty. (A loss of income frequently imposes a greater hardship on Negro applicants than others.)

(3) The lack of qualified candidates with the special training required in the areas of increase in Agency positions, particularly in the DD/S&T.

b. Five offices have more than 12% Negroes -- Office of the DCI (including Cable Secretariat), LOG, RI/DDP, OCR and NPIC, shown on Tab C. These offices have a large number of junior analytical, clerical and blue collar positions. In some instances, particularly in the DDP, special clearance or overseas rotation requirements present difficulties in assignment. There are several offices, however, such as Security and Finance, with a large number of clerical and junior professional positions requiring no special clearances which have only token integration, shown on Tab B.

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SUBJECT: Negro Employees - 1964

25X1 c. Of the total [ ] are in GS positions and 192 are in unscheduled positions. The average grade of GS personnel is 05.67 (approximately \$5,600) and the average salary of unscheduled personnel is \$5,616. (The median salary of wage earners in the United States is \$5,116.) As shown in Tab D, ORR, OCR and NPIC lead the Agency in employing professional intelligence officers with a combined total of 80 Negroes in grades GS-07 and above.

[ ] 25X1 e. The mean of the Wage and Labor Board population is the same for Negro and White, between \$5,500 and \$5,999 per year, shown on Tab E. The mean, however, of the Lithographic and Printing Trades included under Other Pay Plans in the same tab is approximately \$1,700 per year less than the \$7,000 to \$8,000 for Whites.

f. It is interesting to note (Tab F) that the percentage of increase in Negro population over 1963 has exceeded the Agency percentage in grades GS-05 through GS-11; in the GS-09 to GS-11 group it was three times the Agency total. In the unscheduled grades the percent of increase in strength has exceeded the Agency increase in the top wage group (above \$6,500).

25X1 g. The educational level of our Negro population is low. As shown in Tab G, [ ] did not finish high school (the figure is almost two-thirds for the blue collar group). There were [ ] who finished high school, for a total of 67.8% who have no higher schooling. Almost 9% of the group have a Bachelor's Degree or higher. The majority of these are in the DDI and DDP. There are 5 MA's and 1 PhD.

25X1 h. The separation rate for Negroes in the GS-03 through GS-08 group, on the average, was less than half the Agency rate during the years 1961 through 1963. The highest rate of separation, shown in Tab H, was in the group with less than one year service, but even this was less than half the Agency rate.

SUBJECT: Negro Employees - 1964

i. Except in the GS-08 and GS-10 levels, the promotion rates have been lower than the Agency average (Tab J) but those who were promoted in GS-08 through GS-12 were advanced as fast or faster than others in the same grade (Tab I). A partial explanation may be the higher proportion of JOT's and former JOT's to their total professional number than for the Agency as a whole. The time in grade is considerably longer and the promotion rates lower in the GS-05 through GS-07 grades. Promotion from these grades frequently represents the breakthrough to professional positions and undoubtedly the lower level of education contributes to the low rate.

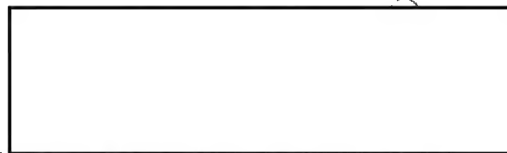
j. There are ten Negro military details currently on duty in OSA not reflected in the staff personnel figures. This is the highest number ever to be detailed at any one time.

3. Recruitment of Negroes is not a recent policy of this Agency. Eighty of those on duty have received 15 year certificates and 13 more will be eligible this year. Late in 1953 the Office of Personnel began a concentrated effort to recruit Negro JOT's and operations officers for one of the DDP offices. Candidates not meeting JOT requirements but possessing pertinent specializations have been referred automatically for other professional vacancies. We have had a good representation in the pipeline, only to be disappointed by the fact that a minimum number have succeeded in passing Agency intelligence, medical, psychological and security screening. The fullest consideration possible has been given to the environmental circumstances that might affect the results of the screening, without seriously relaxing Agency standards. Four of our most promising JOT candidates this year decided against a career in government during or after final processing. We have been handicapped by the fact that fields leading to a career in intelligence -- political science, languages, area studies, economics, and science -- attract few Negro students. There is only one accredited Negro college in engineering and none in business administration. While we have not concentrated any recruitment effort at all-Negro colleges we have sought out candidates at other universities. The vast majority were interested in professional fields which would establish them in the community or enable them to assist in the solution of the current problem. This year our recruiters are scheduled at Howard, Fiske, Tuskegee, Morris Brown and Xavier at New Orleans. The Washington Recruitment Office has sometimes been accused of being prejudiced in favor of the Negro

SUBJECT: Negro Employees - 1964

applicant, scheduling him for tests when a non-Negro possessing the same personal qualifications would have been rejected. No clerical candidate qualifying on tests has been rejected by the Office of Personnel.

4. Over the years, the Office of Personnel has regularly conducted studies to determine whether discrimination is being practiced in selection or utilization of minority groups. Studies have been made of assignments, supervisory responsibilities and promotions. Last year, offices were challenged on a few cases where it appeared that an individual had not progressed as rapidly as his educational background warranted. The Office of Personnel was satisfied that offices were adhering to our established policy of non-discrimination.



Acting Director of Personnel

25X1

Attachment: A/S *wid & B/Pers 8/26/64*

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DD / S R E G I S T R Y

FILE

*Personnel*

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General Carter

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Signed

L. K. White

5 AUG 1964

ADD/S:RLB:fp

Distribution:

- O - Addressees w/O&1 of DD/S 64-4202
- 1 - DD/S Chrono
- 1 - DD/S Subject w/cc of DD/S 64-4202

DD/S 64-4202 - Memo dtd 3 Aug 64 to DDCI thru DD/S & ExDir-Compt,  
subj: Negro Employees - 1964

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8 AUG 1964

MEMORANDUM FOR: Deputy Director of Central Intelligence

THROUGH

: Deputy Director for Support */BIXKZ*  
Executive Director-Comptroller

SUBJECT

: Negro Employees - 1964

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2. Attached are tables of Negro employee strength, grades, salaries, educational achievement, separation rates, promotions and time in grade. The highlights are as follows:

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(1) A decrease in the total number of clerical recruits in 1964.

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b. Five offices have more than 12% Negroes -- Office of the DCI (including Cable Secretariat), LOG, RI/DDP, OCR and NPIC, shown on Tab C. These offices have a large number of junior analytical, clerical and blue collar positions. In some instances, particularly in the DDP, special clearance or overseas rotation requirements present difficulties in assignment. There are several offices, however, such as Security and Finance, with a large number of clerical and junior professional positions requiring no special clearances which have only token integration, shown on Tab B.



**SUBJECT: Negro Employees - 1964**

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h. The separation rate for Negroes in the GS-03 through GS-08 group, on the average, was less than half the Agency rate during the years 1961 through 1963. The highest rate of separation, shown in Tab H, was in the group with less than one year service, but even this was less than half the Agency rate.

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**SUBJECT: Negro Employees - 1964**

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**SUBJECT: Negro Employees - 1964**

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Acting Director of Personnel

25X1

Attachment: A/S

**Distribution:**

Orig. & 1 - Addressee

1 - D/Pers w/o atts.

1 - Mr. [redacted] w/o atts.

1 - C/POD/OP

1 - DD/S w/o ATTS

OP/POD/[redacted] dbw (31 Jul 64)

25X1

25X1

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TO: Colonel White	
ROOM NO.	BUILDING
REMARKS:  Recommend your signature on the attached Blue Slip to Mr. Kirkpatrick and General Carter.  <div style="border: 1px solid black; width: 100px; height: 30px; margin: 10px auto;"></div> R. L. Bannerman	
FROM:	
ROOM NO.	BUILDING
EXTENSION	

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